

Mental Health Trends in Homewood's EFAP & Enhanced Mental Health Care

Homewood Health is proud to present findings from its Employee and Family Assistance Program (EFAP) and its longer-term care option - Enhanced Mental Health Care.

Employee and Family Assistance Programs are valuable resources supporting employees and their families, increasing quality of life, and improving work-life balance. At Homewood Health, the percentage of EFAP cases, including anxiety or depression as a primary presenting issue, has been increasing since 2019. Furthermore, there has been an increase in other presenting issues, such as burnout and work stress.

Homewood Health offers Enhanced Mental Health Care (EMHC), which are midterm psychotherapy services offered to individuals presenting with moderate to severe symptoms of anxiety, depression, trauma and/or substance use-related concerns. The number of EMHC cases increased rapidly in 2019 and peaked in mid-2021. After this point, cases decreased until October 2022, before increasing again in 2023.

Homewood's EFAP Trends 2019 to 2024

A key finding from our 2019 – 2024 research on trends in our EFAP is a rapid increase in depression and anxiety cases. This only strengthens the notion that something more than short-term counselling is necessary to make an EFAP a more robust resource for improving or maintaining good mental health. Some other notable data points:

- Since 2019, Homewood Health has seen a 37% increase in EFAP cases with issues related to anxiety, depression, stress and work stress.
- From January 2022 to July 2024, 63% of all who screened through the EFAP exceeded the clinical threshold for having anxiety. That percentage equals 12,109 people.
- As a percentage of EFAP cases, stress and work-stress levels have doubled when comparing 2024 to 2019.

37%

Increase of EFAP cases with issues related to anxiety, depression, stress and work-stress

12,109 people

The number of people who screened through our EFAP and exceeded the clinical threshold for having anxiety from January 2022 to July 2024

As a percentage of EFAP cases, stress and work-stress levels have doubled when comparing 2024 to 2019

2x

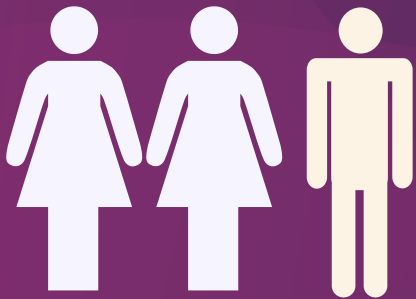
Key Findings from Our EMHC Program Data



Nine out of ten participants with clinical anxiety exhibit moderate to severe symptoms

3 of 4 participants

with clinical depression exhibit moderate to severe symptoms



Nearly two-thirds of those accessing Enhanced Mental Health Care are women

Trends in Homewood's EMHC 2019-2024

Over time, the proportion of women using Enhanced Mental Health Care (EMHC) has risen, while male participation has declined. This may be due to increased family burdens on women, driving them to seek help, while men tend to delay treatment despite high rates of anxiety among them (Fisher et al., 2022).

Key findings from our program data include:

- 90% of those with clinical anxiety have moderate to severe symptoms.
- 75% of those with clinical depression have moderate to severe symptoms.
- 65% of participants are women.

From 2019 to 2024, there has been a notable rise in the use of Homewood's Enhanced Mental Health Care programs, reflecting the growing complexity of mental health challenges and the need to provide support.

EMHC Outcomes

97% of participants felt supported by their therapist, with two-thirds of those with moderately severe to severe depression and two-thirds of those with moderate to severe anxiety showing reliable improvement.